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Title: **Brewster Central School District of the Towns of Southeast, Patterson, & Carmel and Brewster Teachers Association (2000)**

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Brewster Central School District And
Brewster Teachers Association

SD
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AGREEMENT

between

**THE BOARD OF EDUCATION OF THE
BREWSTER CENTRAL SCHOOL DISTRICT OF
THE TOWNS OF
SOUTHEAST, PATTERSON AND CARMEL**

and

THE BREWSTER TEACHERS ASSOCIATION

**JULY 1, 2000
to
JUNE 30, 2003**

RECEIVED

AUG 27 2002

**NYS PUBLIC EMPLOYMENT
RELATIONS BOARD**

312

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PREAMBLE

This Agreement was entered into July 1, 2000 by and between the Board of Education of the Brewster Central School District of the Towns of Southeast, Patterson, and Carmel having its principal place of business at Farm-to-Market Road, Brewster, New York, Putnam County, and the Brewster Teachers Association, having its principal place of business at Brewster, New York, and this Agreement entered into at Brewster, New York.

WITNESSETH

WHEREAS, the Board and the Association recognize and declare that providing a quality education for the children of Brewster is their mutual aim and that the character of such education depends primarily upon the quality and morale of the teaching service, and

WHEREAS, the members of the teaching profession are particularly qualified to assist in formulating policies and programs designed to improve educational standards, and

WHEREAS, the Board has a statutory obligation, pursuant to Article 14 of the Civil Service Law, Public Employees Fair Employment Act as amended, to negotiate with the Association as the representative of its teaching personnel with respect to hours, wages, terms, and conditions of employment, and

WHEREAS, the parties have reached certain understandings which they desire to confirm in this Agreement.

In consideration of the following mutual covenants, it is hereby agreed as follows:

ARTICLE I

RECOGNITION

The Brewster Board of Education recognizes the Brewster Teachers Association as the exclusive representative of all registered nurses, licensed practical nurses and all certified personnel except the Superintendent of Schools, the Assistant Superintendents, the Building Principals, Director of Physical Education and Athletics and other Administrators.

The Board agrees not to negotiate with any other teacher organization other than the Association for the duration of this recognition.

The Association recognizes the rights of the Board, subject to state and federal laws, rules and regulations, and to the provisions of this Agreement to control, supervise and manage the school district and its staff, to determine the standards of service, the standards of selection for employment, and the method, means and personnel with which its operation are to be conducted. The Board after

consultation with the Association shall have full authority in the taking of disciplinary action, in relieving employees from duty for lack of work or for any legitimate reason, and in taking all actions necessary to maintain operations in emergencies, subject, however, to such provisions of law or of this Agreement as may be applicable.

ARTICLE II

COMPENSATION

A. Salary Schedules

Salary schedules are attached hereto.

B. Attainment of Step

1. To attain step 13 requires a total of twelve (12) credits beyond the B.A.
2. To attain step 14 requires a total of fifteen (15) credits beyond the B.A.
3. a. To attain step 15 requires a total of thirty (30) credits beyond the B.A. permanent certification, and tenure.
b. After September, 1975, staff members who have not earned thirty (30) credits beyond the B.A. will be required to have a Master's Degree to attain step 15.

C. Graduate Credits

1. Approved graduate credits will be remunerated for credits in blocks of six (6), up to a maximum of seventy-five (75) such credits, except in the case of one holding an earned Master's Degree, who shall continue to receive such remuneration for credits over seventy-five (75) to a maximum of one hundred credits. Notwithstanding the foregoing, any staff member who in the academic year 1972-73 received remuneration for such credit in excess of fifty (50) shall continue to receive such remuneration but shall not be given any remuneration for future credits without an earned Master's Degree.
2. Courses approved for graduate credit must be designated as graduate level courses by an accredited institution offering the course and must be taken subsequent to the earning of the Bachelor's Degree.

D. Guidelines For Course Approval

1. The teaching profession is one which requires the educator to continue his studies beyond the initial degree. To recognize the increased proficiency which additional courses may bring to the teacher, the Board of Education provides additional compensation to the teacher for approved credits beyond the B.A. The Board of Education and professional staff are committed to using the course system to improve instruction and enhance the quality of courses offered to students. Courses which are approved for this additional compensation must add to the professional competence of the teacher and, in turn, improve the education available to the students. Unless explicitly waived by the Superintendent or Board of Education, credit will not be granted for courses that do not meet the criteria set forth in paragraph 2 below.
2. Graduate credits submitted for approval for salary remuneration should comply with one or more of the following guidelines:
 - a) courses in teaching methodology;
 - b) courses related to the applicant's assignment;
 - c) courses prescribed by certification requirements in the teaching assignment currently held by the applicant;
 - d) courses prescribed by a college for a degree as determined by matriculation;
 - e) courses requested by the school district for the improvement of the teacher; and/or
 - f) If a teacher's assignment changes, salary credit may be allowed for certification courses.
 - g) Interactive television courses, computer courses and other similar interactive courses.
 - h) No employees, other than those in matriculation on July 1, 1998, shall be eligible to receive graduate credit for any courses leading to administrative certification.
3. Correspondence courses, TV courses, and similar ones which lack a minimum of contact and supervision by an instructor are not acceptable. (These are not to be confused with the acceptable independent study type courses which generally are approved.) Courses in continuing education or adult education where no credit is recommended by the institution are never approved. Teachers are urged to seek pre-approval before registering in any course where doubt exists concerning approval and remuneration upon its completion.

4. Requests for payment of new credits must be submitted with official college transcripts or official grade reports, prior to October 1st if payment is to be made during that school year.
5. Graduate courses approved for salary remuneration shall require fifteen (15) work hours per each unit of graduate credit. Exceptions to the 15:1 ratio may be granted at the discretion of the District.
6. A graduate course defined as "workshop" shall qualify for remuneration so long as the criteria set forth below are met and the 15:1 ratio is maintained.

Graduate courses which are also offered as in-service courses and workshops shall not be approved, unless the applicant can establish that the course requirements for graduate credit exceed requirements for in-service credit and satisfy the criteria set forth above.

E. In-Service Courses

1. Subject to prior approval, in-service courses and workshops will be compensated at the rate of \$38.00 per hour in the first year of this Agreement; \$39.00 per hour in the second year of this Agreement; and \$40.00 per hour in the third year of this Agreement. Evidence must be produced of satisfactory completion of courses and attendance requirements.
2. There shall be a lifetime maximum of eighteen (18) in-service credits for salary adjustments, paid at the same rate as graduate credits.
3. Teachers who have received payment for in-service credit prior to 1978-79 shall continue to receive such payment. Such payment shall be equivalent to that paid for graduate credits.
4. The Board may require a teacher's participation in fifteen (15) hours of local in-service work every three (3) years. The Board shall compensate such teachers at the rate of \$38.00 per hour in the first year of this Agreement; \$39.00 per hour in the second year of this Agreement; and \$40.00 per hour in the third year of this Agreement.
5. A committee of 6 teachers as designated by the Association (with at least one from each school building) shall meet with the District prior to the creation and implementation of in-service programs to discuss their nature, development, and presentation.

6. The In-Service Committee shall meet during each summer, and additional time during the year as necessary, to recommend to the Superintendent, or the Superintendent's designee, the staff development/in-service program for the year. These workshop sessions shall not exceed a total of five (5) days and shall be compensated under the provisions of Article II-G. The Committee shall provide a written report to the Superintendent of Schools and the Board of Education for review and action.
7. Tuition for the required courses for coaching certificates when offered through BOCES and enrolled in by a Brewster teacher will be reimbursed by the District. In addition, mileage costs between Brewster and the BOCES course site will be reimbursed at the approved District rate. The above reimbursement shall be paid at the conclusion of the course upon submission of the appropriate claim form.
8. It shall be in the Superintendent's or his/her designee's sole discretion to determine approval for in-service credits earned.

F. Career Increments

1. Upon the attainment of twenty (20) years of credited experience in the Brewster Central School District, an additional increment will be paid as per Appendix A.
2. Upon the attainment of twenty-five (25) years of credit experience in the Brewster Central School District, an additional increment will be paid as per Appendix A.
3. For any teacher hired after April 1, 1998, credited service for career increment purposes shall mean only time served as a teacher in the Brewster Central School District.

G. Summer Workshops and Curriculum Study

Teachers employed during the summer in workshops or curriculum study will be compensated for a six (6) hour work day for four (4) weeks at \$136.00 per day in the first year of the contract; \$141.00 in the second year of the contract; and \$146.00 in the third year of the contract. Pay will be pro-rated for a work day of less than six (6) hours or a time period of less than four (4) weeks.

H. Per Diem - Guidance

Compensation for work by guidance counselors for extra days worked in June and September will be two hundred seventeen dollars (\$217.00) per day in the first year of this Agreement; two hundred twenty-seven dollars (\$227.00) per day in the second year of this Agreement; and two hundred thirty-seven dollars (\$237.00) per day in the third year of this Agreement. The number of guidance counselors required to work shall be as determined by the

Superintendent, but the total time worked shall, insofar as is practicable, be divided equally among the counselors on the staff.

I. Stipends for Supporting Personnel, Co-Curricular and Coaching Staff

1. The salary schedule cited in the Appendix does not necessarily constitute a guarantee that all positions will be filled during every school year. It does guarantee that persons appointed to these positions will receive the salaries indicated.
2. Salaries of all supporting personnel, co-curricular and coaching staff will be increased by 6.0% in the first year of this Agreement, 3.5% in the second year of this Agreement; and an additional 3.5% in the third year of this Agreement. These salary increases are reflected in Appendices C, D and E.
3. The supporting personnel structure shall be bi-level: building liaisons and district liaisons.

- a) Building Liaisons shall be responsible to the respective building principals.

English - HS, MS, JFK, GSS, CVS
Social Studies - HS, MS, JFK, GSS, CVS
Mathematics - HS, MS, JFK, GSS, CVS
Science - HS, MS, JFK, GSS, CVS
Reading - JFK, GSS, MS, CVS
Foreign Language - HS, MS
Business - HS
Art - HS
Computer - HS, MS, JFK, GSS, CVS
Special Education - HS, MS

- b) District Liaisons shall be responsible to the Superintendent.

English Social Studies
Science Mathematics
Reading Foreign Language
Art Practical Arts
Music Computer
Instructional Media Center

4. Co-Curricular and Coaching Positions

In mutual recognition of the need for personal contact between a professionally trained, interested adult, and young, impressionable youth, the Board and the

Association agree to make every reasonable effort to provide sponsorship and/or supervision of school related activities. The compensation for these positions is set forth as per the Appendices. The criteria developed for the 1983-86 contract will be jointly re-evaluated every three (3) years.

5. The compensation for coaching positions will be made in two installments per season. The first will be approximately mid-way through the coaching season, and the second will be within 21 days of the completion of the majority of the sports in that season, but only after completion of coaching obligation. In addition, coaches are expected to attend the District Awards Night pertaining to their coaching season.
6. The compensation for co-curricular and liaison positions will be made in three installments per year to coincide with the final pay period for each coaching season.
7. In addition, individuals who have held a coaching or co-curricular assignment in the same sport or activity, or liaison position shall receive an additional 3.00% after 3 years, 5.0% after 5 years, 7.0% after 7 years and 10.0% after 10 years. This will include years of experience within that position in this School District.

J. Teacher Transportation

Teachers who are required on a regular basis as part of their job to use their own vehicle for transportation in order to perform their duties shall be reimbursed at the District approved rate. Such rate, which shall be no less than the IRS deductible business travel allowance in effect at the time, shall be established annually at the District reorganizational meeting.

K. Tutoring Stipend

Stipends for tutoring students at home will be at the rate of \$38.00 per hour in the first year of the contract, \$39.00 per hour in the second year of the contract; and \$40.00 per hour in the third year of the contract.

L. Extended Detention Stipend

An after-school detention in the high school will be held one day per week from 2:00 p.m. to 5:30 p.m. On some occasions, it may be necessary to hold detention more than once per week, but the total for the year shall not exceed forty (40) weeks per year. A stipend of \$2,763 will be paid (in two [2] payments, as per the co-curricular pay dates) to any teacher who is assigned to the after-school detention. This stipend shall be increased to \$2,860 in the second year of the contract; and \$2,960 in the third year of the contract. This stipend is based on a minimum of thirty-five (35) weeks and a maximum of forty (40) weeks. The position will become part of the co-curricular positions listed in the Appendix D; however, the continuation of the position is contingent upon the annual determination by the District of the need for such position.

ARTICLE III

BENEFITS

A. Insurance

- 1a. Any active employee enrolled in the District's family plan health insurance coverage shall contribute \$600.00 per year to the cost of his/her health insurance premiums. Any active employee enrolled in the District's individual plan health insurance coverage shall contribute \$240.00 per year to the cost of his/her health insurance premiums.
- 1b. The District shall pay the full cost of health, surgical, prescription drug and major medical insurance for all retired former employees of the unit and their dependents.
2. The District shall provide such insurance, including the GHI and HMO options, through the Putnam/Northern Westchester Health Insurance Consortium. If an employee desires GHI or HMO the employee shall pay the difference in cost, if any, between GHI or HMO and the basic health insurance plan.
3. Members of this unit, whose spouses are not enrollees of the Health Consortium, may at their own option withdraw from the District's health insurance plan, provided they are covered by another plan. A unit member who does not participate in the health insurance plan shall receive a cash payment of \$1,200.00. The buyout rate for voluntary withdrawal from health insurance shall not be increased for the duration of this Agreement. Unit members who elect this option must notify the District by November 30. The payment, in lieu of health insurance, will be made in two installments, the last paycheck in January and no later than the last paycheck in June, following withdrawal from the plan. These payments will be made for each year that the unit member remains withdrawn from the health insurance plan. A unit member who has withdrawn from the insurance plan may re-enter the plan at any time, by notifying the Business Office in writing. Health Insurance will become effective at the earliest date after receipt of written notice as permitted under the rules of the health insurance plan. In the case of re-entry, payments made for time withdrawn from the plan will be pro-rated.

In the event an employee and spouse are employed in Brewster as teachers, only one may carry a family health plan. In such event, a mandatory buyout of \$2,000 shall be imposed. Any employee subject to the mandatory buyout who is retired from the District and either: (a) predeceased his/her spouse; or (b) divorced, shall be eligible to re-enter the District's health insurance plan.

The District shall make payments semi-annually, one-half (50%) on October 1st and one-half (50%) on February 1st for the total amount.

B. Welfare Fund

1. The Brewster Teachers Association Welfare Fund shall be continued. The Fund shall be administered by Trustees elected by the membership of the Association.
2. An agreement and a Declaration of Trust meeting all federal requirements shall be written and filed with the District. The Fund shall provide adequate fiduciary safeguards.
3. The District shall make payments to the Fund semi-annually, one-half (50%) on October 1st and one-half (50%) on February 1st for the total amount. The February payment will not be issued until receipt of the annual audit by the District.
4. Financial reports of the monies shall be made available to the District for periodic review. At intervals of no less than semi-annually the trustees shall forward to the Board copies of the Fund's financial report, pursuant to the Agreement and Declaration of Trust.
5. The monies shall be used solely to purchase or to provide insurance benefits to participants of the Fund. No Fund monies can be used by any participant or by the Fund itself in any litigation against the Brewster Central School District.
6. Administrators and civil service managers with District-wide authority may participate in the Plan subject to the payment of the same per unit member costs as paid for other employees, plus service fees.
7. Effective July 1, 2000, the District shall contribute \$1,442.00 per member to the BTA Welfare Fund. Effective July 1, 2001, the amount shall be increased to \$1,492.00. Effective July 1, 2002, the amount shall be increased to \$1,545.00. The Welfare Fund shall maintain no more than a seven month reserve.

C. Flexible Spending Plan

A Flexible Spending Plan shall be made available to the members of the unit. The parties agree that Preferred Group Plan, Inc. of Schenectady, New York ("PGP") shall serve as the Plan Administrator for an IRC Section 125/129 (flexible spending plan) for members of the unit represented by the BTA. PGP shall remain the Plan Administrator until the parties mutually agree to replace the designated plan administrator.

D. Personal Property Loss

The District shall reimburse teachers who without fault on their part suffer any loss, damage, or destruction of clothing and/or accessories such as eyeglasses, watches, or personal adornments, while (both) in the performance of their duties and as a result of the performance of their duties. Claims for such loss shall be submitted within thirty (30) days of the loss, unless such loss is covered by insurance or reimbursement is obtainable from other sources. However, this shall not apply to other personal property used in the performance of duties unless permission for its use is secured in advance from the building principal.

E. Waiver of Tuition

The admission of nonresident children of members of the faculty, tuition free, shall be implemented under Board policy then existing.

F. Credit Union

All teachers shall be given the opportunity to participate in a credit union on a payroll deduction basis. All transactions for members of the credit union will take place at the credit union's office. The District's only overhead will be in the payroll department of the business office. Changes in payroll deductions are restricted to October and February.

G. Unused Accumulated Sick Leave

1. Any teacher employed in the Brewster Central School District as of June 30, 2000, shall be eligible to deduct thirty (30) days of compensable accumulated sick leave, i.e., from 190 to 160 days, except that all teachers with fewer than ten years of Brewster teaching service will no longer be eligible to accumulate in excess of 160 compensable sick leave days.

Teachers opting or required to take the above retirement benefit reduction will be eligible to receive an additional \$500 added to the 20th year longevity step. The increase in the 20th year step will become a permanent increase in that step for all teachers who have opted or have been required to take the retirement benefit reduction.

2. In recognition of the value of uninterrupted services in terms of both teacher effectiveness and monetary savings, teachers who are retiring will be compensated for fifty percent (50%) of their accumulated unused sick leave. Such compensation will be paid in equal bi-weekly installments, calculated at 1/200th of the teacher's current salary.

3. The retiring teacher is to give to the Superintendent written notice of the intent to retire (with selected plan) not later than the beginning of the school year in September, unless there are exceptional circumstances to justify such notice at a later time. The teacher may select one of three plans for "Retirement Benefit."
 - a) Plan A:
Upon a three (3) year advance written notice, a teacher will be paid for one-half (50%) of unused accumulated sick leave in accordance with Section "1" above, based on the teacher's current salary, with pay for 1/3 of such days, not to exceed 31-2/3 days per year, added to the annual salary of each of the final three (3) years.
 - b) Plan B:
Upon a two (2) year advance written notice, a teacher will be paid for one-half (50%) of unused accumulated sick leave in accordance with Section "1" above, based on the teacher's current salary, with pay for one-half of such days, not to exceed 47 1/2 days per year, added to the annual salary of each of the final two (2) years.
 - c) Plan C:
Upon a one (1) year advance written notice, a teacher will be paid one-half (50%) of unused accumulated sick leave in accordance with Section "1" above, based on the teacher's annual salary for that teacher's last year.
4. To the extent that a teacher may use part of the said accumulated sick leave, an appropriate deduction will be made from such compensation.
5. Once a teacher gives written notice of intent to resign and such resignation is accepted by the Board, it may only be withdrawn by mutual consent of both parties.
6. Upon the acceptance by the District and the teacher of a retirement incentive, whether offered by the District or the state, the necessary advanced written notice for the Unused Accumulated Sick Leave Compensation will be waived if necessary due to the timeliness of the incentive offered.

H. Sick Leave Bank

A Sick Leave Bank shall be established consisting of contributions of two (2) days from each teacher who elects to participate in the bank. Days contributed may not be withdrawn except through sick bank usage. Teachers who have exhausted accumulated sick leave, who are members of the bank and who are victims of prolonged illness or disability of a catastrophic

nature, shall be eligible to use the bank.

The Sick Leave Bank shall be administered by a committee of two administrators appointed by the Superintendent and two representatives from the unit appointed by the Association. The functions of the governing committee shall be to approve or disapprove sick leave bank applications. The governing committee shall establish its own operational procedures including the selection of chairpersons, meeting times and appropriate forms for the application for the use of sick leave.

Prolonged illness shall mean illnesses of no less than twenty (20) consecutive school days, exclusive of holidays and vacations, unless otherwise approved by the committee.

Applications for the use of time shall be supported by the statement of need from the member's physician, which shall be subject to review by the District's physician.

In the event of a disagreement between the employee's physician and the School Board's physician as to the applicant's disability, any dispute shall be referred to the Chief of Staff of Danbury Hospital for review by the Chief of the Discipline in which the illness or disability falls. The cost of the third consultation shall be shared equally by the employee and the District. If the third physician certifies this disability, the application shall be granted subject to Committee approval on the number of days to be used.

The maximum number of days usable within the career of a teacher shall not exceed 100 days.

In the event that applications and approvals cause the number of days initially contributed to be reduced to a level where only 200 remain in the bank, the bank will be renewed under the following conditions:

- a. Unit members will be requested to submit additional day(s) to the Sick Leave Bank.
- b. Those sick leave day(s) will be added to the total existing in the bank at the time of the renewal.
- c. Only staff members who contribute on renewal will be eligible for future withdrawals.
- d. Days once contributed can no longer be withdrawn by the individual member.

I. Attendance Incentive:

Effective July 1, 2000, a three year pilot program shall be instituted which provides for additional compensation to unit members should the unit average for the usage of paid leave accruals (as provided for in Article XII of the contract) be less than 8.4 days.

- (a) The District's contribution shall be computed as follows:

Total Number of Unit members - The Actual Number = Difference
Multiplied by 8.4 of Paid Leave
Accruals Used

The District shall then contribute fifty-five dollars (\$55.00) multiplied by the Difference.

- (b) In order for this program to become operative in any year, the difference must equal 100 or more days. To be eligible for any payment from the fund, the unit member must have used five (5) or less paid leave accruals during that school year. As set forth below, every teacher who has used five (5) or less paid accruals shall be given a value depending on the number of paid leave accruals used.

(c)	<u>Paid Leave Accruals Used</u>	<u>Value</u>
	0 days	6
	1 days	5
	2 days	4
	3 days	3
	4 days	2
	5 days	1

- (d) The value given to each teacher shall then be added together to create a Total Value.
- (e) The District's Contribution will then be divided by Total Value to create a Unit Cost
- (f) Unit members shall then be paid the Unit Cost multiplied by their Value

To better explain the incentive, consider the following example:

There are 100 teachers. The actual number of paid leave accruals used is 500. This means that there were 340 paid leave accruals used less than 8.4 days. The District's contribution would be \$55 per day for a total of \$18,700 (340 x \$55). If 50 teachers have used 5 or less days, then the \$18,700 would be divided among the 50 teachers.

Assume the following breakdown:

8 unit members have a value of 6	48
7 unit members have a value of 5	35

6 unit members have a value of 4	24
7 unit members have a value of 3	21
6 unit members have a value of 2	12
16 unit members have a value of 1	16

Total Value: 156

$\$18,700$ (District's Contribution) \div 156 (Total Value) = $\$120$ (Unit Cost)

Payout shall be as follows:

8 unit members with a value of 6	\$720.00 (\$120 x 6) each unit member
7 unit members with a value of 5	\$600.00 (\$120 x 5) each unit member
6 unit members with a value of 4	\$480.00 (\$120 x 4) each unit member
7 unit members with a value of 3	\$360.00 (\$120 x 3) each unit member
6 unit members with a value of 2	\$240.00 (\$120 x 2) each unit member
16 unit members with a value of 1	\$120.00 (\$120 x 1) each unit member

ARTICLE IV

TEACHING CONDITIONS

A. Class Size and Teaching Load

The District agrees that it will maintain the 1977-1978 number of students per teacher during the life of this Agreement except for attrition, tenure denial, valid cause-related discontinuances of teacher service, and/or decrease in student population.

1. In recognition of the fact that the size of classes is a matter of mutual concern to both the Board of Education and the Association, it is agreed that the Association will appoint a committee to deal with this question on a continuing basis jointly with the Superintendent or such person(s) as the Superintendent may designate. The committee is to keep under study and to review class sizes in the schools and to make plans and recommendations with a view toward achieving class sizes that will make for maximum teaching effectiveness.

2A. Senior High School

- i) Teachers of English, social studies, mathematics, foreign language, or science shall have no more than three (3) preparations a day, subject to such additional preparations for which the teacher may volunteer. Each class requiring a different preparation shall be considered a separate preparation. Insofar as possible, teachers of other subjects shall have no more than four (4)

preparations.

- ii) Teachers of English, social studies, mathematics, foreign language, or science shall be assigned no more than five (5) classes daily. In addition, the teacher may be assigned a home room, one study hall per day, or equivalent daily assignments.
- iii) Teachers who are assigned six (6) teaching periods in areas other than those enumerated in Section b) above, shall not be subject to call for free coverages of classes in the absence of other teachers or for the extra assistance provided in Article V, B.5.

2B. In the second year of this agreement, the District will pay all teachers of non-core courses as defined above, assigned more than five classes in the high school at one-half of the additional period rate. In the third year of this agreement, compensation for that additional period will be raised to full payment.

3. Middle School

- a) Teachers shall be assigned no more than five (5) class periods, not to exceed 48 minutes per period. Insofar as possible, teachers shall not have more than three (3) consecutive teaching periods.
- b) There shall be a teacher's lunch period of no less than thirty (30) minutes; one (1) preparation period of approximately the same length as a class period; and one (1) period to be used for supervised activities or remedial assistance not requiring preparation or a duty assignment.

4. Team Meetings

- a) Academic teachers in grades 6-8 will be scheduled for team meetings every other day.
- b) No teacher in grades 6-8 may be assigned more than one (1) supervisory duty every day.
- c) The parties agree that the purpose of teaming is to develop more effective programs for students by providing for joint planning. The team meeting periods are intended as a time when teachers can discuss shared students, meet with parents, plan joint activities or address other grade level needs.
- d) The building administrator(s) and the BTA president or their designees will meet on an as needed basis to review team responsibilities if further modifications or additions are necessary.

- e) Should the educational program based upon the grade configuration of the intermediate school require modification of this provision, the parties agree to negotiate in good faith towards a resolution.
- 5. In the exceptional case when the above limits in the high school and middle school are exceeded at any level (e.g., science labs), adjustments will be made on a teacher's total building assignment. Non-instructional duties are not equivalent to instructional duties.
- 6. Every reasonable effort shall be made to minimize the number of different classrooms in which a teacher's assignments occur. It shall be the goal of the School District to provide for teaching schedules that require teachers to be in no more than two (2) different classrooms during a given school day.
- 7. Since pupils are entitled to be taught regularly by teachers who are working within their areas of competence, regularly employed teachers shall not be assigned outside the scope of their teaching certificates, unless the teacher is willing to take another position.
- 8. The Association recognizes that teachers should prepare and use long-range and daily lesson plans which are in conformance with good educational practices and approved course of study.
- 9. Committees will be created at both the secondary and elementary levels consisting of three (3) teachers and three (3) district representatives to study questions of workload, preparations, consecutive teaching periods, and time. The Committee shall complete a report as quickly as possible. The report shall be submitted to the Board and BTA.
- 10. The Problem of the assignment of students to a classroom where there is not an available station to accommodate those students will be addressed by both parties and mutually resolved within thirty (30) days.
- 11.
 - a) Unit members who are assigned (voluntarily or otherwise) to supervisory duty in the cafeteria in the middle school or high school during the regular student lunch periods will receive an annual stipend as set forth in the Appendices provided that they complete the year. In the event that the year is not completed, a pro-rated payment will be made.
 - b) Cafeteria duty shall be in addition to the regular five (5) teaching periods and one supervisory duty. Selection of members of the unit shall be first by a voluntary method. If more than one teacher applies for a specific lunch period, management reserves the right to select the teacher to be assigned.

If there are no volunteers for a specific student lunch period, assignment shall be made by the annual appointment of the least senior unit member available for duty during that lunch period. No teacher with six (6) teaching assignments will be assigned. Two or more members of the unit could volunteer to split the supervisory position, with a corresponding proportionate split in the stipend.

- c) If a teacher who has been assigned to cover a specific lunch period is absent, another teacher, or substitute, if necessary, will be assigned to cover that cafeteria duty and receive the regular rate of pay as in Article IV, G for class coverage. If the regular teacher assigned to cafeteria duty is absent for more than two weeks with an extended illness or injury, they will cease to receive the stipend for the cafeteria duty until such time as they return to work. Those assigned to this duty will be evaluated as part of the annual teacher evaluation in Article VIII, D.
12. a) A program may be operative in which a high school teacher or middle school teacher may be relieved of non-teaching duties.
- b) Teachers must submit to the school principal and receive his/her approval on a plan of substituting educational activities for non-teaching duties. Such activities could include independent studies, tutoring, etc.

B. School Aides

1. The Board and the Association acknowledge that a teacher's primary responsibility is to teach and that a teacher's energies should be utilized to this end. They also recognize that problems and desires of building faculties may differ within our School District with respect to the non-teaching duties which may most appropriately be assigned to school aides. Therefore, in order that individual teacher and faculties within each of our schools may pursue their primary responsibilities to the fullest degree possible, it is agreed that the number of weekly hours of school aide service shall not be reduced below that of: John F. Kennedy School - 85; Garden St. School 108; Wells M.S. 118; and Brewster H.S. 170.
2. It is further agreed that the school aide service which has been assigned to assist or relieve teachers with respect to bus duty, cafeteria and playground supervision and supervision of hallways shall be reviewed by a committee of the faculty to be appointed by the Association for each school building. It is also agreed that the manner in which the services of such school aides shall be used during the school year shall be based upon the recommendation of the Association committee in each building. The principal shall then assign the school aides. The weekly total of such aide time shall be at least 70 hours in John F. Kennedy School and 95 hours in Garden

Street School.

3. In addition, it is agreed by both parties that school aides who have been assigned to assist teachers in special education classes and to work in the area of attendance shall have their duties assigned upon the recommendation of the building principal subject to the approval of the Superintendent.
4. It is also agreed that it is within the prerogatives of the Board and the Superintendent to create additional positions other than those provided for in Section 1 above. It is the exclusive right of the Board and the Superintendent to fill the school aide positions, to determine job descriptions, and to make assignments of such personnel.
5. School aides are to be used for the relief of teachers and not to relieve clerical or administrative staff members of their duties.
6. All school aides shall have an orientation meeting to familiarize them with their duties and responsibilities. Monthly meetings will also be held to offer school aides continued assistance in performing their duties. Such meetings will be conducted by the building administrator working in consultation with the Association.

C. Teaching Assistants

Teaching Assistants shall not be used to replace a teacher.

D. Special Education

1. Joint Study Committee (JSC)

- a) A JSC shall be formed to study all matters related to education of the handicapped, including the impact this issue will have on the terms and conditions of employment of persons in the bargaining unit, and to make appropriate reports to the District and to the Association.
- b) The JSC shall be comprised of three (3) persons designated by the District and three (3) persons designated by the Association. Additional persons designated by either party, or by the Committee, shall be permitted to meet with and advise the Committee.
- c) The BTA retains its right to negotiate matters of impact upon the terms and conditions of employment as such impact circumstances arise.

2. Receiving Teachers

- a) Each teacher receiving a student having handicapping conditions, if known to the District, shall be notified of the conditions a minimum of one (1) school day before the child enters that teacher's class, even if no modification of program is needed.
- b) The District shall endeavor to implement inclusion of handicapped (children or students) in a way which meets the needs of the child and provides for the best use of teaching staff consistent with CSE requirements.

3. Supporting Staff

- a) The District shall provide adequate certified educational/clinical support personnel where/when needed.
- b) Special Education teachers shall receive additional assistance in the classroom. There will be at least one (1) full-time teacher aide per building for Special Ed.
- c) Special Education teachers shall be allowed to leave students in the charge of an assistant/ teacher aide with prior knowledge of the building principal. This time period shall not exceed one-half (1/2) hour.

4. Self-Contained Classes

- a) The District shall adhere to the Commissioner's Regulations with respect to class size/composition in Special Ed. classes.
- b) The District shall notify the BTA when making application for any variance.
- c) Substitutes will be hired to release teachers from normal instructional responsibilities for up to the equivalent of three (3) full days (may be a combination of half days) for triennial and annual reviews.

5. Staff Development

During the length of this Agreement all teachers will be offered a District in-service program to help integrate the handicapped child into the regular classroom. The provisions of Article II, Section E (In-Service Courses) shall be followed.

6. Health Safeguards

Whenever a student is identified as a carrier of hepatitis or tuberculosis, teachers who work with the student shall be so informed. The District will provide, at its expense, an examination and blood test or other needed tests to those who have been identified as working with such student.

7. Definitions

The Regulations of the Commissioner of Education shall be the source for definitions of handicapping conditions.

8. School Aides

Special Education teachers shall make recommendations to the building principal with regard to the use of aide time.

E. Inclusion

The District and Association agree that inclusion is one approach in a broad continuum of possible services and that it should only be employed in appropriate situations. The following factors impact upon the appropriateness of inclusion for students: ability, educational needs, physical needs, social needs, required support services, required behavior controls, class composition, and teacher recommendations. The CSE shall establish the criteria.

The parties agree that the needs of all students must be considered in making decisions regarding inclusion programs. In order to provide for the most effective program for all students, the District and the Association will maintain ongoing dialogue pertaining to the implementation and assessment of inclusion.

All inclusion decisions regarding individual students will be provided under the auspices of CSE. Consultation time shall be provided for participating teachers. The District and the Association will work collaboratively to determine training needs for the staff.

Nurses will provide nursing services to all students consistent with their training and licenses.

The District will provide the Association with the District's plan for Special Education at each occasion the plan is updated for information purposes only.

F. Substitute Teachers

Per diem substitute teachers shall be paid at a rate competitive with school districts adjacent to the Brewster School District. If, while serving as a substitute teacher in a specific

assignment in the Brewster School District, a teacher is granted a regular appointment in the same assignment, the effective date of that appointment may be made retroactive to the first day of service in that assignment. Moreover, a substitute teacher who is placed in a regular position prior to April 1 will be granted the full increment on the regular salary schedule at the next increment date.

G. Emergency Class Coverage

1. Emergency Coverage - The unavailability of a teacher to cover a class constitutes an emergency, and it is recognized that, in such an emergency, the principal has the responsibility to assign a teacher to cover that particular class. Therefore, teachers who are assigned to cover classes during their unassigned period will be paid at the rate of \$32.00 per period for the first year of this Agreement, \$33.00 per period for the second year of this Agreement, and \$34.00 per period for the third year of this Agreement. A period will equal one sixth ($1/6$) of the teaching day.
2. Extended Absence - Class Coverage - In exceptional instances, when the regular teacher's absence is known to be an extended duration, the Administration, the District liaison affected, and the BTA shall attempt to find coverage for this class utilizing those faculty members qualified and willing to take on an extra preparation above their normal assignments. To provide for program continuation as quickly as possible, this process shall be put into effect no later than the eighth school day of an absence. It may be put in place earlier, if notification is given earlier. Payment for the teacher/teachers involved in such extra teaching situations shall be made based on the individual teacher's salary at the rate of $1/6$ of $1/200$ of the teacher's annual salary per period of coverage. Review of these situations shall be held at least quarterly with the teacher, the Administration and the BTA.
3. Split Classes - When, because of overcrowding, etc., of a single class, it may become necessary to divide the large group into 2 smaller units, the paid coverage per class shall be the normal class coverage rate. This would apply only in situations when the number of students and work program would remain the same as the original class.
4. Creating a New Class - In instances where the drawing off of students from a number of classes due to overcrowding creates a new entity, payment shall follow the extended absence coverage formula (See G-2).
5. Elementary Class Coverage - The principal shall make every effort not to divide an absent teacher's class among the other grade level classes. However, when teachers are assigned extra students above their normal class load in an emergency, they shall be paid at the following rate:

Class coverage rate x 5 divided by number of grade level teachers affected (Example: $\$32.00 \times 5 = \160.00 divided by 3 = $\$53.33$).

In addition, elementary teachers (probably specials) who are asked to double their class load during assigned periods shall be paid class coverage rate per period of such situations.

6. Each teacher shall provide five (5) uncompensated class coverages per year. Records will be carefully maintained to attempt to reach even distribution of these coverages throughout the entire staff subject to scheduling and teacher availability.

H. Maintenance and Custodial Work

Every reasonable effort will be made to see that maintenance and custodial work of a distracting or hazardous nature will be done before or after school hours so as not to interfere with the instructional climate.

I. Staff Selection for Summer School and Adult Evening School

Qualified teachers in the Brewster School System who desire to teach in the summer or adult evening school shall be given preference over teachers from outside the school system. Those teachers who have satisfactorily served in summer or adult evening classes the previous term shall receive preference over other applicants.

J. Textbooks

The selection of all textbooks shall be made by departmental and/or grade level teachers and subject matter specialists, subject to the approval of the building principal and the Superintendent.

K. Teaching Assignments

Teachers shall be given their September teaching assignments not later than the preceding June 15th. Thereafter, there shall be no change in any schedule so assigned unless made necessary by an unexpected change in the size or character of the enrollment, or by such a change in the teaching staff, or by an unforeseen development beyond control.

L. Employment of Certified Teachers

The Superintendent will make every reasonable effort to employ competent and certified teachers. When certified teachers are not available the Superintendent will employ the best qualified applicants available. Persons employed who are not properly certified will be required to work toward the completion of their certification requirements at the rate of at

least six (6) hours of credit per year.

M. Health & Safety Committee

The Union may appoint one (1) member to the Health & Safety Committee.

ARTICLE V

TEACHING YEAR, DAY, AND MEETINGS

A. Teaching Year

1. The school calendar shall be 183 working days which shall include one additional Superintendent's conference day than that which was provided for during the 1999-2000 school year. In the year 2001-02, one additional day of instruction shall be added to the calendar for a total of 184 working days. BTA input will be sought in the planning of conference days scheduled by the District. The school calendar shall be published as an addendum to this Agreement.
2. Guidance counselors may be required to work after the close of school in June and before school opens in September.
3. For the kindergarten through 8th grade only, there shall be two half-days during the last week of school, provided it is legally possible.

B. Teacher Day

1. The teacher work day for all full-time teachers in the high school and middle school shall be seven (7) hours with a six and one-half (6 1/2) hour teaching day. It shall be six (6) hours and fifty (50) minutes for all full-time teachers in the elementary schools, regardless of the length of the student day. This prescribed time allotment shall be the period of time between arrival and departure of the teacher.
2. The teaching day for all shall include a duty free lunch time as well as a minimum of two hundred (200) minutes per week preparation time.
3. Open Time is the time between the arrival of teachers and the arrival of students and the time between the departure of students and the departure of teachers. This Open Time shall be used for professional job-related work; the teacher shall be accountable to the principal for the use of such time. This time period is not to be used for duties other than specifically assigned duties, e.g., bus and hall duty.

4. A preparation period is a regularly scheduled period of time to be used by the teacher for instructional planning. This period of time shall be at least as long as an instructional period in the high school and middle school and approximately thirty (30) or more consecutive minutes in the elementary schools. These periods are necessary to meet instructional responsibilities and will not be used for administrative assignments. Every reasonable effort will be made to distribute preparation periods equally throughout the week.
5. The members of the Association recognize their professional responsibility to render assistance to students during school hours and for a reasonable period of time thereafter without added compensation, except where such compensation is provided for by this Agreement. Teachers in grades 9 through 12 will post office hours totaling one hour per week when they will be available for providing such assistance to students and for parent conferences. The need for help will be requested by the teacher and/or the student. Said time will be scheduled within the regular teacher work day unless the teacher elects to schedule the time beyond the work day. The District will provide adequate space for such office hours to be conducted in private. The members of the Association also recognize the need for the timely grading of homework and examination papers.

In addition to the above, teachers in the Middle School and High School shall be available for and shall post an additional preparation period per week to provide assistance as requested by students.

6. Members of the staff shall notify their building principal or the building principal's secretary if they are out of the school building during the school day and on school business except during the individual teacher's normally assigned lunch period. On occasions when there is need for them to leave the building on personal business, educational workshops, and community involvement in the district, they may do so with the approval of the building principal or the building principal's designated representatives.
7. Teachers may request, subject to administrative approval, or may be assigned to, a tutorial period in lieu of an assigned duty period. Teachers, during the tutorial period, might perform any of the following functions:
 - a. provide remedial assistance to their own students;
 - b. provide remedial assistance to students of other teachers in the area of the teacher's certification and assigned teaching responsibilities;
 - c. attend parent-teacher conferences;
 - d. meet with the administration regarding curriculum and instructional matters;and

- e. provide additional enrichment activities to students which require no "lesson planning" on the part of the teacher.

The tutorial period shall not become nor be construed as a sixth teaching assignment and at no time should the students assigned to the tutorial period exceed fifteen (15), unless the teacher voluntarily accepts a larger number.

C. Meetings

1. Certain Tuesdays shall be set aside for faculty meetings called by the building principal. Faculty meetings shall not be more than sixty (60) minutes in length and shall begin as promptly as possible, preferably within fifteen (15) minutes of student dismissal.
2. Teacher involvement in program planning is vital to the District in achieving district goals. Planning will continue throughout the school year and will likely require additional effort and time. In addition to the time already set aside for meetings, a commitment of up to 20 hours per year per teacher may be expected by the District from each teacher. Teachers may voluntarily participate in planning beyond the above hourly maximums.
3. Attendance at meetings shall be required and expected of all teachers unless a request to be excused is presented to the person in charge of the meeting and approval is granted.
4. At least forty-eight (48) hours notice will be given for meetings. Provision of such notice may be in the form of a schedule of such meetings developed annually by the administrative staff and given to the teachers during the first few weeks of the school year.
5. The Association recognizes the right of the building principal to call emergency faculty meetings without forty-eight (48) hours notice.
6. One (1) Tuesday per month shall be set aside for BTA meetings.
7. In an effort to minimize the disruption caused by the removal of a teacher from a classroom to attend meetings of the Committee on Special Education ("CSE"), it is agreed that the District may require a teacher to attend and participate in CSE meetings conducted after school hours. The teacher shall be involved with the scheduling process and the teacher's availability to meet will be respected to the extent legally permissible. Any teacher required to attend a CSE meeting conducted during more than two of his/her preparation periods or beyond the regular school hours shall be paid at a rate consistent with Article IV, G.1. - Class coverage.

D. Evening Obligations

1. Open House will be held one (1) night each year in each school in the District in order to inform the public of the educational program being offered. The program shall be planned by a joint committee of administrators and faculty members.
2. Parent Teacher Conferences -- In the elementary schools, excluding kindergarten, four (4) half-day (1/2) school sessions and one (1) evening session will be scheduled for parent-teacher conferences. Within the time provided in these sessions, teachers will schedule and conduct interviews with the parent(s) of each child at least once a semester. Middle School and High School teachers shall be required to attend one (1) evening session per year for parent teacher conference at no additional compensation except as provided in Article V, E.1.
3. Attendance by any teacher at any evening meetings, other than Open House Night, and the one (1) evening parent- teacher conference hereinabove provided for in the elementary schools, is to be entirely voluntary.

E. Teachers Assigned to More than One School

1. A teacher who works in more than one (1) building shall not be required to attend functions or perform duties in excess of a teacher who is assigned to a single building and who teaches in the same program/subject area, except for a second and/or subsequent Open House Night, and a second or subsequent evening parent-teacher conference. Required attendance for a second and/or subsequent Open House Night and evening parent-teacher conference shall be reimbursed at \$41 for each additional night during the first year of the contract; \$43 during the second year of the contract; and \$44 during the third year of the contract.
2. Travel time between building assignments shall be allowed at a minimum of 15 minutes out of prep time in middle and high schools. In elementary schools travel time shall be taken from duty assignments.
3. Wherever possible a shared teacher will not be assigned to more than two schools.
4. Shared secondary teachers will have a seven hour day. Shared elementary Teachers a six hour fifty minute day. In both cases hours assigned shall be consecutive.
5. Every attempt will be made to provide preparation time at each building in which the shared teacher is assigned.

ARTICLE VI

TEACHER FACILITIES

A. Teaching Facilities

The Board shall make every reasonable effort to provide the following facilities in each school building:

1. Space in each teacher's classroom or home-base area where the teacher may lock up personal belongings, instructional materials, and supplies;
2. A teacher workroom or area containing adequate equipment and supplies to aid in the preparation of instructional materials and supplies;
3. An appropriately furnished room, which shall include a telephone, to be used as a faculty lounge; this shall be in addition to the aforementioned teacher's work area;
4. A public telephone for the exclusive use of the teachers either in the faculty lounge or other suitable place where teacher can be afforded privacy;
5. Well-lighted and clean teacher restrooms consistently supplied with paper towels, soap, etc.;
6. A communication system which permits teachers to communicate with the main office from their classrooms shall be installed in all new buildings and such communication systems as presently exist shall be maintained in good working order; and
7. All school buildings in the District will be supplied with a stove, microwave, sink, and refrigerator unit conveniently located for use by staff members, or, in lieu of this, dispensing machines serving the same purpose.

B. Supplies

Supplies requested promptly following budget approval in the Spring shall be ordered in the Spring or early weeks of Summer. Everything possible will be done to insure that these supplies and materials will be on hand at the start of school.

C. Use of Telephones

Toll calls for personal reasons may be made from the faculty telephone if charged to the teacher's home phone or else made through a pay station. All toll calls made by members of the staff for school business shall be reported to the switchboard operator or school secretary

so that approval of telephone bills to the school district may be properly authenticated.

ARTICLE VII

SUPPORTING PERSONNEL

A. Appointments

1. A teacher must have tenure at the time of appointment to a supporting personnel position except when the parties agree otherwise.
2. Appointments and reappointments shall be in accordance with Articles VIII, E and XI of the contract.

B. Job Descriptions

1. Supporting personnel shall have no supervisory responsibilities over other staff members.
2. A Building Liaison shall:
 - a) serve as a building facilitator in coordinating the building subject area curriculum;
 - b) serve as liaison between the building department teachers and the building administration by relating the needs and concerns expressed by teachers to the administration as well as transmitting the needs and concerns from the building administration to the department staff;
 - c) review, coordinate, and recommend budget requests relative to materials, equipment, texts, and other expenses for the building department;
 - d) where necessary, prepare, review, and select bid items for the building department budget;
 - e) maintain an inventory of the building department's materials, equipment and texts;
 - f) maintain the care and repair where possible of building department's materials, equipment, and texts;
 - g) plan, chair, and maintain minutes of building department meetings;

- h) plan, chair, and maintain minutes of subject area sub-meetings on Superintendent's Conference Days;
- i) attend bimonthly meetings with the district liaison in the subject area;
- j) attend building liaison meetings not to exceed ninety (90) minutes per each 4-week period beginning with Teacher Orientation Day in September;
- k) assist building administrators in preparing the teaching schedules and assignments for members of the building department;
- l) assist building administrators in interviewing new teachers for the building department; and
- m) represent the building department at 5th grade or 8th grade Orientation programs.

3. A District Liaison shall:

- a) serve as a district facilitator in coordinating the district subject area curriculum;
- b) serve as liaison between the district department teachers and the district administration by relating the needs and concerns expressed by teachers to the administration as well as transmitting the needs and concerns from the district administration to the district department staff;
- c) review, coordinate, and recommend budget requests relative to materials, equipment, texts, and other expenses for the district department;
- d) where necessary, prepare, review, and select bid items for the district department;
- e) maintain a central inventory of the district department's materials, equipment and texts;
- f) maintain current records of the status/condition of the district department's materials, equipment and texts;
- g) maintain a central file of all building department meeting minutes;
- h) plan, chair, and maintain minutes of subject area meetings on Superintendent's Conference Days;

- i) plan, chair, and maintain minutes of bimonthly meetings with building liaisons in subject area;
- j) meet biannually with the Superintendent, exclusive of Superintendent's Conference Days;
- k) in the absence of a building liaison, assist building administrators in preparing the teaching schedules and assignments for members of the district department;
- l) in the absence of a building liaison, assist building/district administrators in interviewing new teachers for the district department; and
- m) in the absence of a building liaison, represent the district department at 5th grade and/or 8th grade Orientation programs.
- n) The BTA and the District will negotiate in good faith to replace the above referenced language and C. below regarding District Liaison positions. Additional duties will require either additional stipends or time, and reduction in duties might mean a lower stipend. Any changes to the existing contract language must be completed and submitted to the Board of Education and the BTA for ratification by no later than February 28, 1999.
- o) The District Liaison language shall continue to be discussed in the joint district/teacher committee with a goal of concluding said discussion by June 1, 2000.

C. Assignments

- 1. Supporting personnel shall be given regular teaching assignments.
- 2. In order to attain the maximum benefits of supporting personnel, teachers in such positions shall be provided the following release time:
 - a) elementary - 1 & ½ hours per week if possible, or 6 hours per month.
 - b) middle school and high school - no supervisory assignments, such as study hall or lunch duty.
- 3. No teacher shall assume responsibilities in excess of a normal assignment as a result of the appointment of colleagues to supporting personnel positions.

D. Evaluations

1. All building liaisons shall be evaluated in writing by the building principal once a year.
2. All district liaisons shall be evaluated in writing by the Superintendent once a year.
3. Within two (2) weeks of the time the evaluation is made supporting personnel shall meet in conference with the respective administrator to review the evaluation report. Supporting personnel shall receive a copy of their evaluation report at least one (1) day prior to the conference. The supporting personnel shall be provided with the opportunity to make written comment on the report and to sign it prior to its inclusion in their personnel folder.

ARTICLE VIII

TEACHER EVALUATION

A. Evaluation Committee

A Committee shall be created to study the system of evaluation, teachers' performance and productivity, and the quality of education. The Committee shall be comprised of eight (8) committee members, of which four (4) shall be designated by the Association and four (4) shall be designated by the District.

B. Probationary Teachers

1. Probationary teachers shall be observed a minimum of four (4) times each year (twice each semester) by the building principal, and/or assistant principal. In departments and/or programs which are supervised by other certified administrators (i.e., Physical Education, Health, Student Services, and Special Education) up to one-half of these observations may be performed by such certified administrators. Observations done by the Superintendent, Assistant Superintendent and/or the Director of Professional Services will also meet this requirement. Within six (6) school days following each observation, a conference shall be held between the teacher and the observer during which the preliminary report shall be discussed unless waived at the option of the teacher. Teachers shall be entitled to receive a copy of the preliminary observation report one (1) day prior to the conference. Copies of the final observation report signed by the observer and the teacher shall be prepared for the teacher, principal and personnel folder. The teacher shall have the right to make written comment on the report.

2. A probationary teacher whose services may be terminated shall be entitled, upon request, to a meeting with the Superintendent or the Superintendent's designated representative to discuss weaknesses that might be overcome in the future.
3. Non-tenured or probationary teachers who are not going to be rehired for the next school year must be notified of their status in writing no later than April 5 or the next day when school is in session. After that date such teachers shall be subject to dismissal on the same grounds as tenured teachers.

C. Tenured Teachers

Each teacher on tenure will be observed at least once during every school year by the building principal or assistant principal. In departments and/or programs which are supervised by other certified administrators, (i.e. Physical Education, Health, Student Services and Special Education) an observation by this other certified administrator will meet this criteria. Observations done by the Superintendent, Assistant Superintendent and/or the Director of Professional Services will also meet this requirement. Within six (6) school days following an observation, a conference shall be held between the teacher and the observer during which the preliminary report shall be discussed unless waived at the option of the teacher. The teacher shall be entitled to receive a copy of the preliminary observation report one (1) day prior to the conference. Copies of the final observation report signed by the observer and the teacher shall be prepared for the teacher, principal and personnel folder. The teacher shall have the right to make written comment on the report.

D. Overall Evaluation

At least one (1) overall evaluation of professional performance will be made and discussed by the teacher and the building principal, assistant principal, or program director. The teacher shall have the right to make written comment on the report. Copies of the evaluation signed by the principal, assistant principal or program director, the evaluator and the teacher shall be prepared for the teacher, principal and personnel folder.

E. Just Cause

1. No teacher shall be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause. In no case shall this be done publicly, except as may be required in the state tenure law. Any such discipline, reprimand, reduction in rank and/or compensation, or deprivation of advantage, including adverse evaluation of teacher performance or violation of professional ethics asserted by the Board or any agent or representative thereof, shall be subject to the grievance procedure hereinafter set forth.

2. A teacher shall not be reprimanded in front of pupils or other teachers.

F. Personnel Files

1. Teachers shall have the right upon reasonable notice to arrange a mutually convenient appointment to review the contents of their personnel files which are in the District Office.
2. No material other than routine financial notices shall be placed in the file unless the teacher has had an opportunity to read the material. Teachers shall acknowledge that they have read such material by affixing their signature on the actual copy to be filed; it is understood that such signature merely signifies that they have read the material to be filed and does not necessarily indicate agreement with its contents.
3. Teachers shall have the right to answer any materials filed, and their answer shall be attached to the file copy.
4. Teachers shall be permitted to receive a copy of material from their file which was not previously made available to them.
5. References and information, such as included in college credentials obtained in the process of evaluating the teacher for employment, shall not be subject to the above provisions.
6. The District personnel file shall be the sole repository of teacher evaluative material.

ARTICLE IX

TEACHER PROTECTION

A. Student Discipline

1. The teacher's effectiveness in the classroom is closely related to the establishment of an appropriate climate for the educational program. When reasonable efforts on the part of the teacher have been insufficient to handle discipline or behavior problems that interfere with effective teaching and learning, the Board recognizes its responsibility to give all reasonable support and assistance to the teacher with respect to the maintenance of control and discipline in the classroom.
2. It is recognized by the Board that building Principals have the ultimate responsibility for the supervision of students in their buildings. However, the Association recognizes that teachers cannot be indifferent to violations of the rules and regulations of the school in the corridors, lavatories, and on the school grounds as well as in their

classrooms.

B. Assault on Teachers

Any case of employment-related assault upon a teacher shall immediately be reported to the Board or its designated representative(s). The Board shall provide legal counsel to advise the teachers of their rights and obligations in connection with handling of the incident by law enforcement and judicial authorities.

C. Legal Protection

If teachers are involved in any proceedings arising out of the discharge of their professional duties, the Board shall provide legal counsel for their defense in the manner stipulated by the Education Law. A process served upon a teacher shall be given to the District within ten (10) calendar days after service.

D. Parental and/or Student Complaints

Any formal complaint by a parent and/or a student directed toward a teacher shall be called promptly to the teacher's attention. In any conference with the teacher in such a situation, other than for the purpose of notification and explanation of the circumstances, the teacher shall be entitled to have one designated representative present. Prior notice must be given to the administrator of the identity of the designated representative.

ARTICLE X

ASSOCIATION RIGHTS

A. Association Activities

1. Association meetings may be held after the teacher day. The arrangement for the use of a school building for meetings is to be in accordance with established procedures. Permission to use school buildings, when not in use for school purposes, may be obtained from the principal of the school. Requests for the use of a school building for Association meetings are to be submitted to the principal at least 24 hours prior to the desired time of the meeting.
2. a) When it is necessary for the President of the Brewster Teachers Association or the President's designee(s) to engage in Association activities of a professional nature directly relating to the Association's duties as representative of the teachers which cannot be performed other than during school hours, the President or the President's designee(s) shall be given such time without loss of pay, upon the approval of the Superintendent or the Superintendent's designated representative at least three (3)

days in advance.

b) The BTA President shall not be assigned to supervisory/administrative duties. The BTA President shall be assigned to a maximum of four (4) teaching periods or 80 percent the normal teaching load and the BTA President's work schedule shall end with the completion of the seventh period in the BHS or HWMS. In CV Starr, JFK, and GS arrangements will be worked out in the future based upon the above provision.

c) The Association designee in charge of grievance may, upon approval of the building principal, be relieved of non-teaching duties to perform duties relating to matters of mutual concern. Coverage at no cost to the District may be obtained by the Association with the principal's approval.

3. The Association shall have the right to use the teacher mail boxes for distribution of material.
4. A bulletin board space shall be reserved in an accessible place in each school building for exclusive use by the Association for posting material dealing with proper and legitimate Association business. Bulletin boards located in areas normally frequented by students may not be used.
5. Four (4) copies of the minutes of any open meeting of the Board of Education will be sent to the President of the Association during the week preceding the next regular meeting.
6. The Association shall officially designate a member of its unit to act as building representative in each of the Brewster Schools. Such representative shall have the responsibility of being fully acquainted with the provisions of the Agreement and shall bring to the attention of the Brewster Teachers Association any members of the professional staff who are acting in violation of the agreed upon provisions of the contract. The Association recognizes its responsibility to share in implementing the Agreement.
7. The Association shall be provided with a room for office space in the District. Telephone service may be installed and made available at the expense of the Association. Such room will continue to be provided as long as the District has available space.

B. Job Security

1. a) Should a situation develop which, in the opinion of the Board, requires a reduction in staff or the elimination of a position covered by this Agreement,

the Board will consult with the Association before taking action and afford the Association the opportunity of submitting a plan for dealing with the situation.

- b) If a position is eliminated, the person who held that position must be notified immediately in writing. The person who held that position shall be offered a comparable position or one for which that person is qualified, if such a position exists. In this event all benefits, such as accumulated sick leave, seniority, and tenure, shall continue as if the position had not been eliminated.

- 2. Should a situation develop which, in the opinion of the Superintendent, requires a change of duties performed by any person covered by this Agreement, the proposed change will be discussed with the person affected.

C. Voluntary Dues Deduction

The Board agrees that upon application of a teacher for payroll deduction of the employee's membership dues in the Association, the proper deduction shall be made from the teacher's salary and forwarded to the Association.

D. Agency Fee Deduction

The board shall deduct from the wage or salary of employees in the bargaining unit who are not members of the BTA, an amount equivalent to the dues levied by the BTA and shall submit the sum so deducted to the BTA, for the period of time authorized by law.

E. Benefit Trust Deductions

Teachers shall be entitled to participate in the New York State United Teachers Benefit Trust through payroll deductions provided that no more than two (2) changes be made in any such authorized deduction within the school year.

F. Liaison Meetings

The Superintendent and/or the Superintendent's representative(s) will meet and consult once a month during the school year at a mutually agreeable time and place with the representative(s) of the Association on matters of mutual concern.

G. School Calendar

Two (2) official representatives of the Association will serve in an advisory capacity with the Superintendent in the development of the school calendar.

H. Copies of Agreement

Copies of this Agreement shall be printed at the expense of the Board and distributed to all teachers employed by the Board within a reasonable period of time after the execution of this contract.

I. Vote COPE

The District shall add Vote-COPE to the voluntary payroll deductions for members of the unit.

ARTICLE XI

TRANSFERS AND VACANCIES

A. Transfers and Job Openings

1. When new positions and/or job openings appear, whether administrative or non-administrative notice of such positions shall be given to the Association and to the building principals for dissemination so that teachers in the system may apply.
2. Teacher requests for transfers shall be sent in writing to the Superintendent who will carefully consider each request in relation to the needs of the educational program. Wherever feasible such requests will be honored. Teachers with seniority will be given priority, provided all other factors are equal.
3. There will be at least a two (2) week application period between the date of posting and the date of appointment of a person to the position. Should an emergency occur requiring a shorter period of time, the above application period may be altered by mutual agreement between the BTA and the District.

B. Supporting Personnel, Co-Curricular and Coaching Positions

These are positions in which annual/seasonal appointments are made. Reappointments shall be based upon the willingness of the individual to serve and upon an annual/seasonal evaluation of services previously rendered.

1. Annual positions will be recommended for reappointment no later than the end of the third week in June with a response due no later than June 30.
2. Seasonal positions will be recommended within thirty (30) days after the close of the regular season with response due thirty (30) days after the date of notification.

C. Right of First Refusal

Members of the unit will be given the right of first refusal for all positions. Current incumbents will not be affected.

ARTICLE XII

LEAVES OF ABSENCE

A. Sick Leave

1. Each teacher shall be granted fifteen (15) days per year sick leave for personal illness, without salary deduction, cumulative to 190 days. For those teachers with at least twenty (20) years experience in any school system, sick leave shall be thirty (30) days a year, cumulative to 190 days. Any teacher with at least twenty (20) years experience in any school system who accumulates 190 sick leave days shall be entitled to twenty (20) days a year thereafter.
2. Teachers who are absent for five (5) consecutive days may be required to present a doctor's statement as to the cause of illness.
3. For illness in the immediate family involving a person for whom the teacher is responsible, a maximum of fifteen (15) days of the teacher's accumulated sick leave shall be granted. Requests for additional leave for this purpose must be submitted to the Board for approval.

B. Personal Days

1. Each teacher shall be allowed two (2) personal leave days per year without deduction in pay in accordance with the remainder of this article. Any unused personal leave shall become additional accumulated sick leave effective at the end of each academic year.
2. Personal leave shall be defined as leave necessary for the conduct of personal or legal business which cannot be conducted at any other time during the day or week except when the teacher is working.
3. Notice of personal leave days shall be made on the appropriate form. No statement of reason shall be requested unless the day requested is before or after a holiday or during the first and last week of school.

4. Except in cases of emergency, notice of personal leave days shall be given to the building principal at least five (5) days in advance. Receipt of said notice will be acknowledged no later than the school day prior to the requested leave.

C. Death in Family

There will be no deduction in pay for five (5) consecutive days absence because of the death of a member of the immediate family. (Immediate family shall include teacher's spouse, children, parents, foster parents, parents-in-law, brothers, sisters, grandparents and any other person for whose financial or physical care the employee is principally responsible.) In case of extreme need, the Superintendent will grant additional time.

D. Graduation Exercises

Upon written request to the Superintendent, any teacher may be granted a leave of absence without deduction in pay in order to attend their own secondary or post secondary graduation exercises or those of their son, daughter, husband or wife. Such leave may be of one (1) day's duration. Where extended travel is required, an additional day or more may be granted at the discretion of the Superintendent. The application should be submitted at least two (2) weeks prior to graduation.

E. Paid Leaves for Other Purposes

Leaves of absence not chargeable against the teacher's sick leave shall be granted for the following reasons:

1. Upon proof of necessity, leave for jury duty or court attendance for other than personal reasons shall be granted. The employees involved will be expected to carry on their regular duties when not obligated to be in court. The length of absence will depend upon the extent of the demand made by the court. Jury duty pay excluding expenses shall be returned to the District.
2. Leave shall be granted when a certified employee has been subpoenaed as a witness in any case connected with the teacher's employment or the school.
3. Leave shall be granted for approved visitation of other schools or attendance at conferences and professional meetings.
4. Leave shall be granted when attending any function requested by the administration.
5. Leave shall be granted to teachers enrolled in summer graduate programs which start before the end of the school year, provided the teachers have fulfilled all of their obligations and responsibilities to the District. If the teachers cannot fulfill their duties

to the District before they leave for summer courses, they will receive a deduction of 1/200th of their annual salary for each day of early leave.

6. Leave shall be granted for individuals required to take the selective service physical examination during school hours.

F. Unpaid Leave

Requests for unpaid leave shall be submitted in writing to the Superintendent by March 1st for leave beginning the following September. The District will notify the applicant of approval or rejection in writing on or before April 1st. Such teacher may continue insurance at the teacher's own expense.

G. Child Care Leave

1. A teacher can apply for up to 24 months of child care leave without pay.
2. Ordinarily, certified personnel on child care leave may return to the system only at the beginning of the school year and must notify the Superintendent by March 15 of their intention to return to work in September.
3. After returning from child care leave certified personnel will resume their place on the salary scale as follows:
 - a) on the succeeding step if the employee completed half or more of the last year of teaching;
 - b) on the same step if the employee completed less than half of the last year of teaching.
4. Granting of child care leave shall not result in loss of tenure rights.

ARTICLE XIII

GRIEVANCE PROCEDURE

A. Definitions

As used herein:

1. "Employee" means any person who is covered by this Agreement.

2. "Grievance" means a claimed violation, misinterpretation or unfair application of any provisions of this Agreement, or of any rule, regulation, procedure, or administrative order of the Board or of any department thereof. "Grievance" includes any claim that any of the foregoing have been or are being interpreted or applied in a discriminatory or inequitable manner. "Grievance" does not include any issue involving tenure. Such issue, should it arise, is to be dealt with in accordance with the applicable statutory provisions.
3. "Days" means calendar days, except Saturdays, Sundays, and legal holidays which are to be excluded in computing time within which notice is to be given or action taken in accordance with the provisions herein contained.

B. No Reprisal

There shall be no reprisal or discrimination against an employee or group of employees who institute a grievance or on whose behalf the Association has instituted a grievance, or who may participate as witnesses or otherwise in the processing of a grievance.

C. Waiver of Time Limits

The several time limits herein provided for the several stages of the grievance procedure may be waived by the written agreement of all parties to a grievance proceeding.

D. Access to Information

The BTA representatives selected to process a grievance shall have access to that information pertinent to the determination and processing of the grievance.

E. Right to Proceed

Failure of the responsible school officer at any step of this procedure to communicate the decision in a grievance stage within the specified time limits shall act to permit the aggrieved party to proceed to the next stage within the specified time limits provided by the contract.

Nothing herein shall be construed as limiting the right of any employee having a grievance to discuss the matter informally with any appropriate member of the administration and have the grievance adjusted, provided that the adjustment is not inconsistent with the terms of this Agreement.

F. Procedures

1. Initiation of Grievance -- Not later than thirty (30) days after the occurrence which gave rise to the grievance, the employee, group of employees, or the Association shall

submit the written grievance at Stage 1 to the Principal of the building in which the grievance arose.

2. Stage 1 shall be omitted and the grievance may be initiated at Stage 2 in the event the grievance is of general nature or does not arise out of a specific occurrence in any one school building.
3. An employee, group of employees, or the Association may initiate a grievance at Stage 1, but in the event a grievance initiated by an employee or group of employees is not satisfactorily resolved at Stage 1, the Association shall become the grievant and only the Association shall be permitted to proceed to Stage 2 or beyond.

Stage 1 :

4. The building principal shall, after discussing the grievance with the grievant and the Association representative, render a written decision no later than seven (7) days after the presentation of the grievance. Copies of the Stage 1 decision shall be forwarded to the grievant and the Association.
5. In the event the Association is not in agreement with the decision at Stage 1, the Association may proceed to Stage 2.

Stage 2:

6. Within seven (7) days of receipt of the building principal's decision, the Association may appeal the decision in writing to the Superintendent. The Superintendent or the Superintendent's designee shall, within five (5) days of receipt of the appeal, hold a discussion on the grievance with the Association and shall, within ten (10) days of the close of the hearing, render a written decision on the matter.
7. The Association, if it is not in agreement with the decision at Stage 2, shall notify the Superintendent in writing of its intent to proceed to arbitration. Such notice by the Association shall be made no later than ten (10) days following receipt of the Stage 2 decision.

Stage 3:

8. The arbitrator shall be selected pursuant to the Voluntary Labor Arbitration Rules of the American Arbitration Association.
9. The arbitrator shall be without power or authority to alter or change any provision of this Agreement or add thereto, nor may the arbitrator make any recommendation which requires the commission of an act prohibited by law or which violates the terms

of this Agreement.

10. The award of the arbitrator shall be final and binding upon the Board and the Association.
11. The costs and expenses of the arbitrator shall be shared equally by the Board and the Association. All costs incurred in preparing and presenting the arbitration, including witness costs, shall be borne by the party incurring them.

ARTICLE XIV

MISCELLANEOUS PROVISIONS

A. Board-BTA Committee

The parties agree to establish a joint Board-BTA committee which shall include the Superintendent of Schools and members of the Board. Such committee shall be designed to keep the BTA and its membership apprised of both short and long-term goals of the Board of Education, and likewise provide the Board with input from the BTA on matters important to the education of Brewster's children. Meetings shall be held at the request of either party, and agenda items must be forwarded to participants prior to the commencement of a meeting.

B. Matters Not Covered

With respect to matters not covered by this Agreement or by existing policies, regulations, or procedures not contrary to or inconsistent with the terms, the Board agrees that it will consult and negotiate with the Association prior to making changes which might normally be classified as being relative to salaries and conditions of employment.

C. Effect of Contract

This Agreement shall supersede any rules, regulations, or practices of the Board which shall be contrary to or inconsistent with its terms. The provisions of this Agreement shall be incorporated into and be considered part of the established policies of the Board.

D. Individual Agreements

Any individual arrangement, agreement, or contract between the Board and an individual teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement. Any individual arrangement, agreement, or contract, hereafter executed, shall be expressly made subject to and consistent with the terms of this or subsequent Agreements to be executed by the parties. If an individual arrangement, agreement, or contract contains any language inconsistent with this Agreement, this Agreement during its duration shall be controlling.

E. Savings Clause

If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to law, such provision or application shall not be deemed valid and subsisting except to the extent permitted by law, but all other provisions or applications shall continue in full force and effect.

F. Legislative Clause

It is agreed by and between the parties that any provision of this Agreement requiring legislative action to permit its implementation by amendment of law or by providing the additional funds thereof shall not become effective until the appropriate legislative body has given approval.

ARTICLE XV

TEACHING ASSISTANTS AND SCHOOL NURSES

A. The following sections of the contract apply to teaching assistants:

1. Article I - Recognition
2. Article II - Compensation

Section E - In-service

Section G - Summer Workshops and Curriculum Study

Section I - Stipends for Co-Curricular and Coaching Staff

Section J - Transportation

3. Article III - Benefits

Section A - Health

Section B - Welfare Fund

Section C - Flexible Spending Plan

Section D - Personal Property Loss

Section E - Waiver on Tuition

Section F - Credit Union

Section G - Unused Accumulated Sick Leave

Section H - Sick Leave Bank

4. Article IV

Section A.1 - Class size and Teaching Load
Section C - Teaching Assistants
Section D-5 - Staff Development
Section D-6 - Health Safeguards
Section G - Maintenance and Custodial Work

5. Article V

Section A.1 - Teaching Year
Section B.1,2,3,4,6 - Teacher Day
Section C - Meetings
Section D - Evening Obligations
Section E - Assigned to more than one school

6. Article VI - Teacher Facilities

7. Article VIII - Evaluations

Section A - Evaluation Committee
Section B - Probationary Teachers
Section C - Tenured Teachers
Section D - Overall Evaluation
Section E - Just Cause
Section F - Personnel Titles

8. Article IX - Teacher Protection

9. Article X - Association Rights

10. Article XI - Transfers and Vacancies

11. Article XII - Leaves of Absence

12. Article XIII - Grievance Procedure

13. Article XIV - Miscellaneous Provisions

B. Compensation

1. Teaching assistants will be paid in accordance with the salaries set forth in the Appendices.

B. The following sections of the contract apply to school nurses:

1. Article I - Recognition

2. Article II - Compensation

Section E - In-service

Section G - Summer Workshops and Curriculum Study

Section I - Stipends for Co-Curricular and Coaching Staff

Section J - Transportation

3. Article III - Benefits

Section A - Health Insurance

Section B - Welfare Fund

Section C - Flexible Spending Plan

Section D - Personal Property Loss

Section E - Waiver on Tuition

Section F - Credit Union

Section G - Unused Accumulated Sick Leave

Section H - Sick Leave Bank

4. Article IV

Section D-5 - Staff Development

Section D-6 - Health Safeguards

Section E - Inclusion

Section H - Maintenance and Custodial Work

5. Article V

Section A.1 - Teaching Year

Section B.1,6 - Teacher Day

Section C.6 - Meetings

Section D-1 - Evening Obligations

Section E - Assigned to more than one school

6. Article VI - Teacher Facilities

7. Article VIII - Evaluations

Section A - Evaluation Committee

Section D - Overall Evaluation

Section E - Just Cause
Section F - Personnel Titles

8. Article IX- Teacher Protection
9. Article X - Association Rights
10. Article XI - Transfers and Vacancies
11. Article XII - Leaves of Absence
12. Article XIII - Grievance Procedure
13. Article XIV - Miscellaneous Provisions

B. Duty-free Lunch

All school nurses will have a duty-free lunch of no less than thirty (30) minutes.

C. Meetings

1. Nurses will be required to attend faculty meetings in accordance with Article V, C only if the agenda pertains to them. In such case, they will be notified no less than 48 hours prior to the meeting except when an emergency meeting is called.
2. Nurses may voluntarily attend any faculty meeting.
3. Nurses shall be required to attend only those planning action meetings or Superintendent's Conference Days which involve issues pertaining to their responsibilities.

D. Evening Meetings

1. Attendance by any nurse at any evening meeting, other than Open House Night, is to be entirely voluntary.

E. Evaluation

Nurses will be evaluated by the building principal or assistance principal once each year in accordance with the procedures in Article VIII, C.

F. Student Information

1. Nurses will be notified five (5) days in advance, if known, or else as soon as the District is aware, of the placement of any student with a serious medical

problem that would require special training or equipment.

2. In all cases, nurses will receive a minimum of one (1) day notice of any student being assigned to the building, having a handicapping or medical condition, if known to the District.
3. The Union recognizes the District responsibility to make every effort to provide for the medical needs of all students during the school day.

The District recognizes the limits placed upon nurses as pertains to the performance of a medical procedure in which he/she is not trained.

G. Compensation

1. Nurses and teaching assistants will be paid in accordance with the salaries set forth in the Appendices.
2. Nurses assigned to extra responsibilities such as summer records, conducting athletic physicals and other activities that must be completed outside the normal work day/work year will be compensated at their hourly rate of pay.

ARTICLE XVI

DURATION OF AGREEMENT

This contract shall be effective as of July 1, 2000 through June 30, 2003 and continue in full force and effect thereafter until such time as it may be modified by mutual agreement.

**BOARD OF EDUCATION, BREWSTER
CENTRAL SCHOOL DISTRICT**

By 
President


Superintendent of Schools

THE BREWSTER TEACHERS ASSOCIATION

By 
President

2000-2001 TEACHERS SALARY SCHEDULE

	BA	BA+30	MA	MA+30	MA+60
1	37400	41630	44308	48538	52768
2	39273	43503	46181	50411	54641
3	40859	45089	47767	51997	56227
4	44767	48997	51675	55905	60135
5	46434	50664	53342	57572	61802
6	48162	52392	55070	59300	63530
7	49913	54143	56821	61051	65281
8	51678	55908	58586	62816	67046
9	53469	57699	60377	64607	68837
10	55310	59540	62218	66448	70678
11	57165	61395	64073	68303	72533
12	59144	63374	66052	70282	74512
13	61211	65441	68119	72349	76579
14	64272	68502	71180	75410	79640
15	67141	71371	74049	78279	82509
CREDITS		141		CAREER INCREMENTS	
				20 YRS.	1735
DEGREES				25 YRS.	2017
MASTERS		2678			
6TH YEAR		1183		20 A	2250
DOCTORATE		1183		25A	2017

2001-2002 TEACHERS SALARY SCHEDULE

	BA	BA+30	MA	MA+30	MA+60
1	38709	43089	46091	50471	54851
2	40647	45027	48029	52409	56789
3	42289	46669	49671	54051	58431
4	46334	50714	53715	58095	62475
5	48060	52440	55441	59821	64201
6	49847	54227	57229	61609	65989
7	51660	56040	59041	63421	67801
8	53487	57867	60868	65248	69628
9	55341	59721	62722	67102	71482
10	57246	61626	64627	69007	73387
11	59166	63546	66547	70927	75307
12	61214	65594	68595	72975	77355
13	63353	67733	70735	75115	79495
14	66522	70902	73903	78283	82663
15	69490	73870	76872	81252	85632

CREDITS

146

CAREER INCREMENTS

20 YRS. 1795

25 YRS. 2087

DEGREES

MASTERS 3002

6TH YEAR 1225

DOCTORATE 1225

20 A 2329

25A 2087

2002-2003 TEACHERS SALARY SCHEDULE

	BA	BA+30	MA	MA+30	MA+60
1	40064	44594	48009	52539	57069
2	42070	46600	50015	54545	59075
3	43769	48299	51714	56244	60774
4	47955	52485	55900	60430	64960
5	49742	54272	57687	62217	66747
6	51592	56122	59537	64067	68597
7	53468	57998	61413	65943	70473
8	55359	59889	63304	67834	72364
9	57278	61808	65223	69753	74283
10	59249	63779	67194	71724	76254
11	61237	65767	69182	73712	78242
12	63356	67886	71301	75831	80361
13	65571	70101	73516	78046	82576
14	68850	73380	76795	81325	85855
15	71923	76453	79868	84398	88928
CREDITS		151		CAREER INCREMENTS	
				20 YRS.	1858
DEGREES				25 YRS.	2160
MASTERS		3415			
6TH YEAR		1268	20 A		2411
DOCTORATE		1268	25A		2160

**PROPOSED NURSES SALARY SCHEDULE
2000-2003**

2000-2001 NURSES SALARY SCHEDULE

	BA	RN	LPN
1	37400	30668	26375
2	39273	32204	27695
3	40859	33504	28814
4	44767	36709	31570
5	46434	38076	32746
6	48162	39493	33964
7	49913	40928	35198

Nurse Coordinator	870
Health Related Activities Cordinator	613
Longevity	725

2001-2002 NURSES SALARY SCHEDULE

	BA	RN	LPN
1	38709	32516	27964
2	40647	34144	29364
3	42289	35523	30550
4	46334	38920	33471
5	48060	40370	34718
6	49847	41872	36010
7	51660	43394	37319

Nurse Coordinator	896
Health Related Activities Cordinator	631
Longevity	747

PROPOSED NURSES SALARY SCHEDULE
2000-2003

2002-2003 NURSES SALARY SCHEDULE

	BA	RN	LPN
1	40064	34455	29631
2	42070	36180	31115
3	43769	37642	32372
4	47955	41242	35468
5	49742	42778	36789
6	51592	44369	38158
7	53468	45982	39545

Nurse Coordinator	923
Health Related Activities Cordinator	650
Longevity	769

COCURRICULAR

POSITION	SCHOOL	2000-01 STIPEND	2001-02 STIPEND	2002-03 STIPEND
AFTER SCH. DETEN.	HS	2,845	2,945	3,048
AV	BHS	2,628	2,720	2,815
AV	MS	1,913	1,979	2,049
AV	CVS	1,559	1,614	1,670
AV	JFK	1,559	1,614	1,670
AV	GSS	1,559	1,614	1,670
ART	MS	1,042	1,079	1,116
BEAR FACTS	BHS	2,491	2,578	2,669
DRAMA ADVISOR	BHS	3,199	3,311	3,427
DRAMA ADVISOR-MUSICAL	BHS	1,450	1,501	1,553
DRAMA ADVISOR	MS	1,042	1,079	1,116
DRILL TEAM		1,212	1,254	1,298
FRESH. ADVISOR	HS	1,212	1,254	1,298
INSTR. EMSEMBLE	BHS	1,042	1,079	1,116
(JAZZ-AFTER SCH)				
INSTR. EMSEMBLE	MS	1,042	1,079	1,116
(JAZZ-AFTER SCH)				
INSTR. EMSEMBLE	MS	1,042	1,079	1,116
(AFTER-SCHOOL)				
JUNIOR - ADVISOR	BHS	1,559	1,614	1,670
MARCHING BAND		2,778	2,875	2,976
NAT. HONOR SOC.	HS	1,559	1,614	1,670
NEWSPAPER -6,7,8	MS	1,647	1,705	1,765
RENAISSANCE	BHS	1,212	1,254	1,298
RESUME	HS	3,819	3,953	4,091
SCIENCE HORIZONS - (2)	MS	1,042	1,078	1,116
SCIENCE TECH CLUB	HS	3,000	3,105	3,214
SENIOR - ADVISOR	HS	2,328	2,409	2,494
SKI CLUB - HS	BHS	1,042	1,079	1,116
SKI CLUB - 6,7,8- (2)	MS	1,042	1,079	1,116
SKI CLUB - 4	CVS	1,042	1,079	1,116
SKI CLUB - 5	CVS	1,042	1,079	1,116
SOPH. ADVISOR	BHS	1,559	1,614	1,670
STAGE CRAFT	HS	1,559	1,614	1,670
STUDENT COUNCIL	BHS	2,117	2,191	2,268
STUDENT COUNCIL 6,7,8	MS	2,117	2,191	2,268
TECHNOLOGY	MS	1,042	1,079	1,116
TREASURER	BHS	3,199	3,311	3,427
TREASURER	MS			
URSUS	BHS	1,647	1,705	1,765
VARSITY CLUB	BHS	1,212	1,254	1,298
VIDEOVATION	BHS			
VOCAL ENSEMBLE	BHS	1,042	1,079	1,116
VOCAL ENSEMBLE	MS	1,042	1,079	1,116
VOCAL - BREWSTER DOZ.	MS	1,116	1,155	1,196
WEBSITE CLUB	HS	3,000	3,105	3,214
YEARBOOK ADVIS.	MS	1,647	1,705	1,765

BUILDING LIAISON				
POSITION	SCHOOL	2000-01 STIPEND	2001-02 STIPEND	2002-03 STIPEND
ART	BHS	2,328	2,409	2,494
AUDITORIUM	MS	2,090	2,164	2,239
BUSINESS	BHS	2,090	2,164	2,239
COMPUTER	BHS	2,090	2,164	2,239
COMPUTER	MS	2,090	2,164	2,239
COMPUTER	CVS	2,090	2,164	2,239
COMPUTER	JFK	2,090	2,164	2,239
COMPUTER	GSS	2,090	2,164	2,239
ENGLISH	BHS	2,784	2,882	2,982
ENGLISH	MS			
ENGLISH	CVS	2,090	2,164	2,239
ENGLISH	JFK	2,090	2,164	2,239
ENGLISH	GSS	2,090	2,164	2,239
FOREIGN LANG	BHS	2,090	2,164	2,239
FOREIGN LANG	MS	2,090	2,164	2,239
MATHEMATICS	BHS	2,090	2,164	2,239
MATHEMATICS	MS	2,784	2,882	2,982
MATHEMATICS	CVS	2,090	2,164	2,239
MATHEMATICS	JFK	2,090	2,164	2,239
MATHEMATICS	GSS	2,090	2,164	2,239
READING	MS	2,090	2,164	2,239
READING	JFK	2,090	2,164	2,239
READING	GSS	2,090	2,164	2,239
SCIENCE	BHS	2,090	2,164	2,239
SCIENCE	MS	2,784	2,882	2,982
SCIENCE	CVS	2,090	2,164	2,239
SCIENCE	JFK	2,090	2,164	2,239
SCIENCE	GSS	2,090	2,164	2,239
SOC. STUDIES	BHS	2,090	2,164	2,239
SOC. STUDIES	MS	2,784	2,882	2,982
SOC. STUDIES	CVS	2,090	2,164	2,239
SOC. STUDIES	JFK	2,090	2,164	2,239
SOC. STUDIES	GSS	2,090	2,164	2,239
SPECIAL ED.	BHS	2,090	2,164	2,239
SPECIAL ED.	MS	2,784	2,882	2,982
SPECIAL ED.	CVS	2,090	2,164	2,239
CSE CHAIRPERS.		3,026	3,132	3,242
EAP COORD.	HS	1,480	1,532	1,586

FALL COACHES

POSITION		2000-01 STIPEND	2001-02 STIPEND	2002-03 STIPEND
FOOTBALL	VAR.	4,970	5,144	5,324
	ASST. (3)	3,867	4,003	4,143
	J.V. (2)	3,391	3,509	3,632
	MOD. A	2,927	3,029	3,135
	MOD. B	2,927	3,029	3,135
FIELD HOCKEY	VAR.	3,248	3,361	3,479
	J.V.	2,348	2,431	2,516
	FRESH.	1,559	1,614	1,670
	MOD.	1,559	1,614	1,670
BOY'S SOCCER	VAR.	3,248	3,361	3,479
	J.V.	2,348	2,431	2,516
	MOD.	2,348	2,431	2,516
VOLLEYBALL	VAR.	3,254	3,368	3,486
	J.V.	2,124	2,199	2,276
	MOD.	1,559	1,614	1,670
CROSS COUNTRY	VAR.	2,253	2,332	2,414
	MOD.	1,559	1,614	1,670
GIRLS TENNIS	VAR.	2,199	2,276	2,356
		1,694	1,754	1,815
CHEERLEADING	VAR.	2,199	2,276	2,356
	J.V.	1,784	1,847	1,911
INTRAMURALS	HS (2)	1,477	1,528	1,582
	MS (2)	1,477	1,528	1,582
	CVS (2)	1,477	1,528	1,582
	JFK (2)	1,477	1,528	1,582
	GSS (1)	1,477	1,528	1,582

WINTER COACHES

POSITION		2000-01 STIPEND	2001-02 STIPEND	2002-03 STIPEND
BOYS BASKETBALL	VAR.	4,602	4,763	4,930
	J.V.	3,125	3,235	3,348
	MOD.A	3,125	3,235	3,348
	MOD. B	1,974	2,043	2,115
GIRLS BASKETBALL	VAR.	4,602	4,763	4,930
	J.V.	3,125	3,235	3,348
	MOD.	1,974	2,043	2,115
WRESTLING	WRESTLING	4,602	4,763	4,930
	ASST.	3,125	3,235	3,348
GYMNASTICS	GYMNASTICS	3,819	3,953	4,091
	ASS'T	2,348	2,431	2,516
SKIING	SKIING	2,213	2,290	2,370
	ASS'T	1,764	1,825	1,889
CHEERLEADING	CHEERLEADING	2,199	2,276	2,356
	J.V.	1,784	1,847	1,911
INTRAMURALS	HS (2)	1,477	1,528	1,582
	MS (4)	1,477	1,528	1,582
	JFK (2)	1,477	1,528	1,582
	GSS (1)	1,477	1,528	1,582
	CVS (1)	1,477	1,528	1,582
INTRAMURAL	CHEERLEADING	1,477	1,528	1,582
ICE HOCKEY	VAR	4,603	4,764	4,930
	MODIFIED (SPLIT)	1,975	2,044	2,115
TRACK	VAR	3,819	3,953	4,091
	ASSISTANT	2,348	2,430	2,515

SPRING COACHES

POSITION		2000-01 STIPEND	2001-02 STIPEND	2002-03 STIPEND
BOYS BASEBALL	VAR.	3,819	3,953	4,091
	J.V.	2,696	2,790	2,888
	MOD.A	2,696	2,790	2,888
	MOD. B	1,559	1,614	1,670
GIRLS SOFTBALL	VAR.	3,819	3,953	4,091
	J.V.	2,696	2,790	2,888
	MOD. B	1,559	1,614	1,670
LACROSSE	VAR.	4,602	4,763	4,930
	J.V.	2,696	2,790	2,888
	MOD. A	1,559	1,614	1,670
	MOD. B	1,559	1,614	1,670
GIRLS SOCCER	VAR.	3,254	3,368	3,486
	J.V.	2,348	2,431	2,516
	MOD. B	1,559	1,614	1,670
	FRESH.	1,559	1,614	1,670
GIRLS TRACK	VAR.	3,819	3,953	4,091
	ASS'T	2,348	2,431	2,516
BOYS TRACK	VAR	3,819	3,953	4,091
	J.V.	2,348	2,431	2,516
BOYS TENNIS		2,199	2,276	2,356
GOLF	VAR.	2,192	2,269	2,348
INTRAMURALS	HS (2)	1,477	1,528	1,582
	MS (2)	1,477	1,528	1,582
	JFK (2)	1,477	1,528	1,582
	GSS (1)	1,477	1,528	1,582
	CVS (2)	1,477	1,528	1,582

